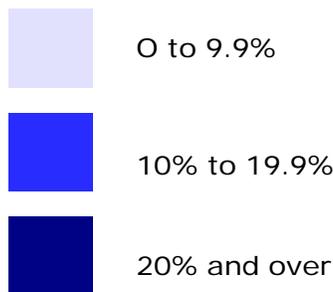
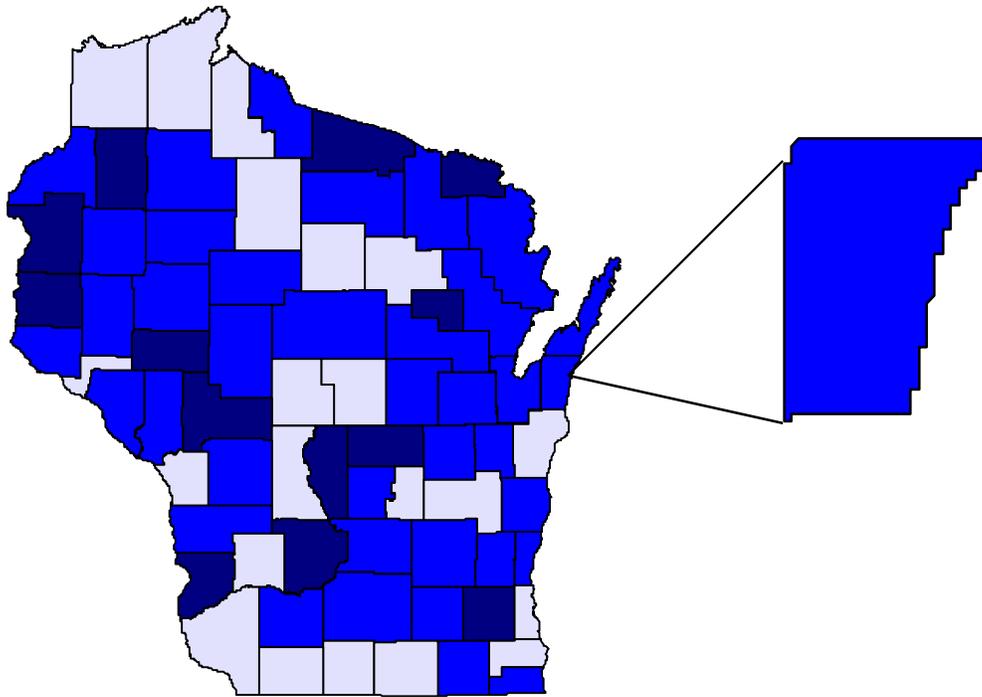


Kewaunee County Workforce Profile

Job Growth 1994 to 1999



Wisconsin Department of Workforce Development
Division of Workforce Solutions
Bureau of Workforce Information
October 2001



State of Wisconsin
Department of Workforce Development

Introduction

The County Workforce Profile has been developed by the Wisconsin Department of Workforce Development's (DWD) Bureau of Workforce Information (BWI) to provide a broad overview of Kewaunee County's labor market. The data included in this fourth year of publication is for 1999 to maintain consistency with the previous publications and to provide the user with a single year of reference in order to draw comparisons and form a picture of related labor force and employment information.

A variety of economic and demographic labor market information have been provided to describe the current labor market conditions in the counties and regions of Wisconsin. That information includes 1999 data on population, labor force, industries, employment, wages and income. The narrative describes how local conditions have changed over one-year and five-year intervals. Although population information is available from the 2000 census, it is not included in this publication since the period of time selected for all data sets is 1999. For more recent releases of information please consult the Wisconsin Department of Workforce Development Labor Market Information website: <http://www.dwd.state.wi.us/lmi>.

For more detailed information or clarification, please contact your local labor market analyst, Dick Seidemann, by telephone (920-208-5809) or email (seider@dwd.state.wi.us).

DWD is an equal opportunity service provider. If you need assistance to access services or material in an alternate format, please contact the analyst listed above.

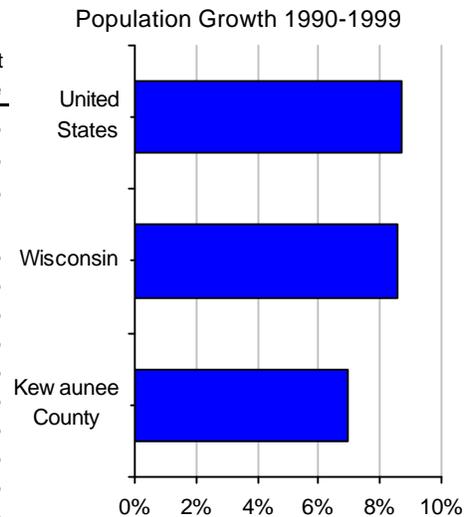
Kewaunee County Population and Civilian Labor Force

Between 1990 and January 2000, the population in Kewaunee County increased by 1,308 for a growth rate of 6.9 percent. The population in the county grew at a slower rate than the state or nation during the period. This is due in part to the county's location, as well as the demographics of the area. There are no large municipalities in the county with large employers to spin off new employment opportunities attracting individuals to migrate to the county such as its neighbors like Green Bay or the Fox Valley.

Although the county may not be able to attract as many new individuals to its borders as its larger neighbors, over two-thirds of the population increase did come from in-migration to the county. It is estimated that 399 of the population increase came from natural increase (births minus deaths), and 909 came from net migration.

As has been the trend the last several years, the municipalities with the largest population growth were also closest to the Green Bay area. These areas offer a more rural atmosphere, lower housing costs and close proximity to good paying jobs in the Green Bay Area.

| | Total Population | | Percent change |
|----------------------------|------------------|--------------------------|----------------|
| | 1990 Census | January 1, 2000 Estimate | |
| United States | 248,790,929 | 270,385,000 | 8.7% |
| Wisconsin | 4,891,769 | 5,309,996 | 8.5% |
| Kewaunee County | 18,878 | 20,186 | 6.9% |
| Ten Largest Municipalities | | | |
| Algoma, City | 3,353 | 3,436 | 2.5% |
| Kewaunee, City | 2,750 | 2,866 | 4.2% |
| Luxemburg, Village | 1,151 | 1,582 | 37.4% |
| Luxemburg, Town | 1,387 | 1,533 | 10.5% |
| Red River, Town | 1,407 | 1,525 | 8.4% |
| Montpelier, Town | 1,369 | 1,414 | 3.3% |
| West Kewaunee, Town | 1,215 | 1,298 | 6.8% |
| Casco, Town | 1,010 | 1,122 | 11.1% |
| Carlton, Town | 1,041 | 1,067 | 2.5% |
| Franklin, Town | 990 | 1,040 | 5.1% |

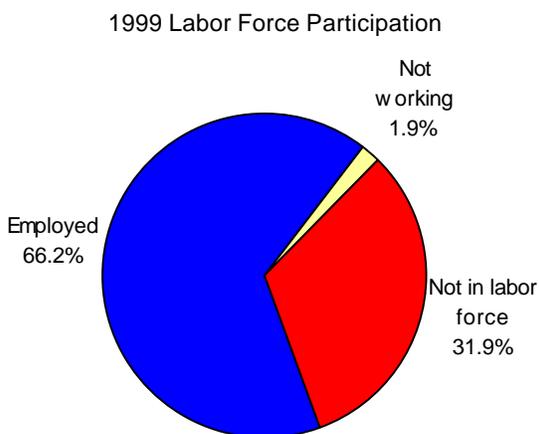


* Kewaunee County portion only

Source: WI Dept. of Admin., Demographic Services Center, *Official Population Estimates*, January 1, 2000

The labor force is the sum of employed and unemployed persons who are 16 years old and older. (Readers should bear in mind that unemployed is not the same as the number of not working. People who are not working includes people who are unemployed and people who are not in the labor force. Examples of people who are not working but who are not unemployed are retirees or people who choose not to work.)

Between 1990 and 1999 there has been very little change in the number of workers in the county's labor force. During that time the labor force declined from 10,500 to 10,400. It peaked during 1998 with 11,000 and then dropped back. At the same time, the number of employed increased by 100 to 10,200. Many of the workers in the county's labor force work outside of the county.



Source: Estimated from WI Dept of Administration population estimates, Jan 2000, US Census Bureau, and Local Area Unemployment Statistics

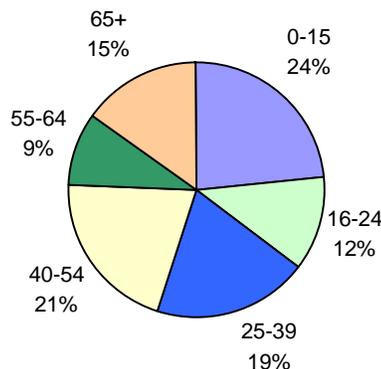
The term used to describe the relationship between the labor force and population is the "participation rate". The participation rate in Kewaunee County is below the State of Wisconsin, but higher than the United States. Kewaunee County's labor force participation rate is 68.1 percent. This means that 68.1 percent of the population over the age of 16 is in the labor force. The United State's participation rate is 67.1 percent, while the state's rate is 72.3 percent.

The increase in the number of residents in the 40 to 54 year age bracket is common in most counties in the State of Wisconsin. The higher rate of increase for the age group 40-54 is due to the aging of the "baby boomers" in the county's population. This group makes up a large portion of the labor force in the county and will begin to retire during the next decade.

It will be replaced with the next group of workers that are currently in the 25-39 age group. This group is about the same size, however, unlike the population and labor force, it has not grown in the last nine years, but has actually declined. The youngest group will be the workers that will be entering the labor force over the next fifteen years. Based on numbers, this will allow for expansion of the area's economy with new jobs, however, some of these individuals will possibly leave the area when they complete their schooling. The size of the youngest should help alleviate some labor shortage problems in the new and entry level employee needs of the county during the next few years.

Kewaunee County Labor Force Age Population Distribution

| Age Group | Population | | Percent change |
|-----------|-------------|---------------|----------------|
| | 1990 Census | 1999 Estimate | |
| 0-15 | 4,748 | 4,787 | 0.8% |
| 16-24 | 2,203 | 2,349 | 6.6% |
| 25-39 | 4,279 | 3,930 | -8.2% |
| 40-54 | 3,004 | 4,209 | 40.1% |
| 55-64 | 1,671 | 1,848 | 10.6% |
| 65+ | 2,972 | 3,063 | 3.1% |



Source: Estimated from WI Dept of Admin, Demographic Services Center, Official Population Projections 1990-2020 and US Census Bureau

Kewaunee County Civilian Labor Force Data

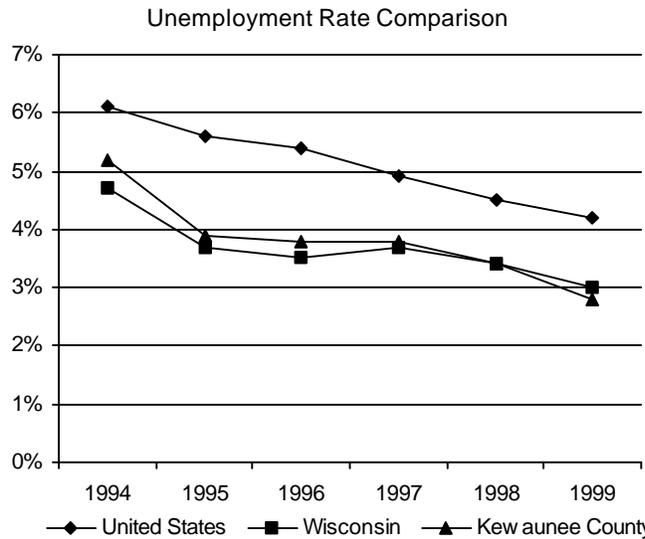
| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 |
|-------------------|--------|--------|--------|--------|--------|--------|
| Labor Force | 10,500 | 10,300 | 10,500 | 10,600 | 11,000 | 10,400 |
| Employed | 10,000 | 9,900 | 10,100 | 10,200 | 10,600 | 10,100 |
| Unemployed | 540 | 400 | 400 | 400 | 370 | 290 |
| Unemployment Rate | 5.2% | 3.9% | 3.8% | 3.8% | 3.4% | 2.8% |

Source: WI DWD, Bureau of Workforce Information, Local Area Unemployment Statistics

During the last five years the unemployment rate in Kewaunee County has dropped steadily reaching a low of 2.8 percent in 1999. This was below both the state and national level for the year. It was also very close to the rate for the county at the beginning of the decade. At that time the county's unemployment rate was 2.7 percent.

There was very little movement in labor force and employment levels from 1990 and 1999, a change of 100 in each. However the numbers fluctuated quite a bit during the period. In 1994 the county's unemployment rate stood at 5.2 percent with 540 workers unemployed. In 1998 the labor force for the county peaked with 11,000 workers and an estimated 10,600 employed. While the rate continued to decline in 1999, it was primarily due to fewer workers in the labor force and not an increase in the number employed. Actually, the number employed dropped by 500 between 1998 and 1999.

The pattern of a smaller number of the population working is in contrast with the number of jobs in the county. During the last five years, nonfarm wage and salary (NFWs) employment, which measures

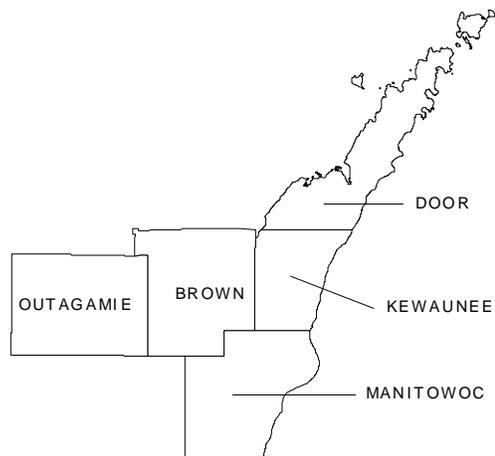


Source: WIDWD, Bureau of Workforce Information, Local Area Unemployment Statistics

the number of jobs in the county as compared to total employment which measures the number of people employed regardless of where they work, has increased by 800, a 14 percent increase. So while the number of employed has decreased, the area economy has been able to provide more jobs.

Kewaunee County Commuting Patterns

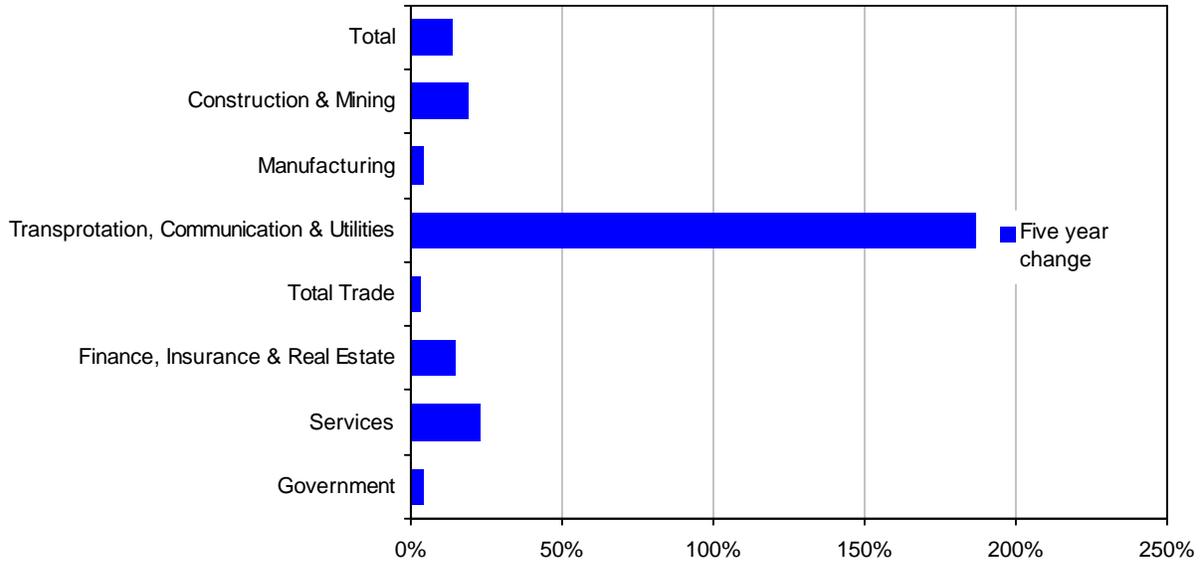
Based on the 1990 census, nearly one out three workers in Kewaunee's labor force was employed outside of the county. Employment was primarily in the counties immediately surrounding Kewaunee, although some did travel longer distances. The primary destination for most workers was Brown County. This is probably still true, as the area with the largest population growth during the last ten years has been in the communities near Brown County. While Brown County was the destination of the largest group of workers that worked outside the county, it was also the source for the largest number of workers coming to Kewaunee to work.



While the number of workers entering and leaving the county for work each day has changed over the decade, information on the exact numbers from the 2000 census will not be available until next year. Most of the commuting patterns should remain consistent, with the largest exchange remaining with Brown County. Also, Kewaunee County will remain a provider of workers to the surrounding counties, rather than an employment magnet. This is primarily due to the size and make up of the industry sectors in Kewaunee County when compared to its larger neighbors.

Many of the workers use highways 57, 54 and 29 to travel to the Green Bay metropolitan area providing access from the northern and central parts of the county. Highway 42 running along the eastern section of the county links the two largest communities, Kewaunee and Algoma to Door County to the north and Manitowoc County in the south. These two counties made up about 32 percent of the outward commuting of the Kewaunee County labor force in 1990.

Kewaunee County Employment Change by Industry 1994 to 1999



| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | Percent change | |
|--|-------|-------|-------|-------|-------|-------|----------------|--------|
| | | | | | | | 1 year | 5 year |
| Total | 5,922 | 5,944 | 6,001 | 6,225 | 6,704 | 6,756 | 0.8% | 14.1% |
| Goods Producing | 2,473 | 2,517 | 2,549 | 2,617 | 2,642 | 2,642 | 0.0% | 6.8% |
| Construction & Mining | 453 | 449 | 460 | 494 | 502 | 539 | 7.4% | 19.1% |
| Manufacturing | 2,020 | 2,068 | 2,089 | 2,123 | 2,139 | 2,103 | -1.7% | 4.1% |
| Durable | 1,334 | 1,376 | 1,328 | 1,306 | 1,312 | 1,264 | -3.7% | -5.3% |
| Nondurable | 686 | 691 | 761 | 817 | 827 | 839 | 1.4% | 22.3% |
| Service Producing | 3,449 | 3,427 | 3,451 | 3,608 | 4,062 | 4,113 | 1.3% | 19.3% |
| Transportation, Communications & Utilities | 157 | 146 | 139 | 241 | 465 | 501 | 7.7% | 218.5% |
| Total Trade | 1,124 | 1,137 | 1,120 | 1,148 | 1,188 | 1,163 | -2.1% | 3.4% |
| Wholesale | 171 | 176 | 185 | 195 | 189 | 155 | -17.7% | -9.1% |
| Retail | 953 | 962 | 935 | 953 | 999 | 1,007 | 0.8% | 5.7% |
| Finance, Insurance, and Real Estate | 212 | 194 | 197 | 206 | 228 | 243 | 6.3% | 14.4% |
| Services & Misc. | 912 | 983 | 1,015 | 1,011 | 1,150 | 1,123 | -2.4% | 23.1% |
| Total Government | 1,044 | 967 | 982 | 1,002 | 1,031 | 1,084 | 5.2% | 3.9% |

Source: WIDWD, Bureau of Workforce Information, Nonfarm Wage & Salary estimates.

Nonfarm wage and salary employment measures the number of jobs within a county excluding agricultural, military, and self-employed workers. This data measures the number of jobs within the county without consideration of where the job-holder lives or if the individual has multiple jobs. The information is often referred to as "place of work" data. Kewaunee has a large number of residents who commute outside of the county to their jobs; this is the most significant reason why total employment in Kewaunee was 3,400 larger than the number of jobs within the county in 1999.

The manufacturing sector had the largest level of employment of all the industry groups in Kewaunee County. During the last five years it grew by nearly 4.1 percent, a much slower growth rate than many of the other industry sectors. Much of the manufacturing is located in the cities of Kewaunee and Algoma. Manufacturing employment accounts for 31.1 percent of nonfarm employment in Kewaunee County. This is nearly 50 percent more than the state average of 21.1 percent. The fastest growth rate during the last five years was in Transportation, communications and utilities industry, which has more than tripled in size. Overall, goods producing industries (manufacturing, agriculture and construction) increased by 6.8 percent adding 169 jobs. The service industry grew by 19.3 percent during the same period, and added over 600 jobs.

Kewaunee County's Largest Industries and Employers

Top 10 Industry Groups

| Industry Group | March 2000 | | Numerical Change | |
|------------------------------------|------------|------------|------------------|---------|
| | Employers | Employment | 1 Year | 5 Years |
| Lumber And Wood Products | 9 | 709 | -6 | -27 |
| Printing And Publishing | 5 | 568 | * | * |
| Educational Services | * | * | * | * |
| Eating And Drinking Places | 32 | 395 | 21 | 19 |
| Industrial Machinery And Equipment | 5 | 330 | 28 | -20 |
| Health Services | 19 | 307 | -12 | -51 |
| General Building Contractors | 23 | 239 | 25 | 61 |
| Agricultural Production-Crops | * | * | * | * |
| Food Stores | 9 | 226 | -23 | -17 |
| Social Services | 14 | 218 | 46 | 105 |

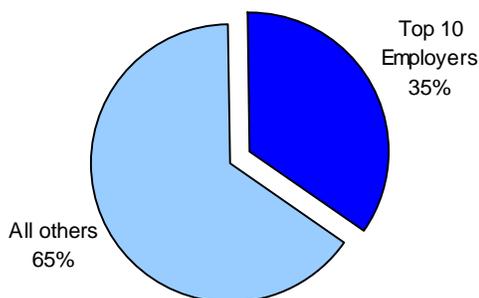
*data suppressed to maintain confidentiality

Top 10 Employers

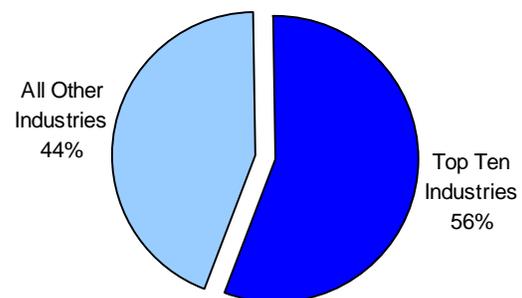
| Company | Product or Service | Size |
|-------------------------------|-------------------------------|---------|
| Wisconsin Label Corp | Specialized Printing Services | 250-499 |
| Algoma Hardwoods Inc | Wood/Plywood Products | 250-499 |
| Luxemburg/Casco Public School | Public Education | 100-249 |
| Floral Plant Growers LLC | Ornamental Nursery Products | 100-249 |
| Kewaunee Fabrications LLC | Construction Machinery | 100-249 |
| Olsonite Corp | Wood Products | 100-249 |
| Kewaunee School District | Public Education | 100-249 |
| County Of Kewaunee | Government Services | 100-249 |
| The Vollrath Co LLC | Metal Stampings | 100-249 |
| N E W Plastics Corp | Plastics Products | 100-249 |

Source: WI DWD, Bureau of Workforce Information Bureau, ES-202 file tape, 1st quarter 1999 and LMI benchmark 2000.

Top 10 Employers Share of Nonfarm Employment



Top 10 Industry Groups Share of Nonfarm Employment



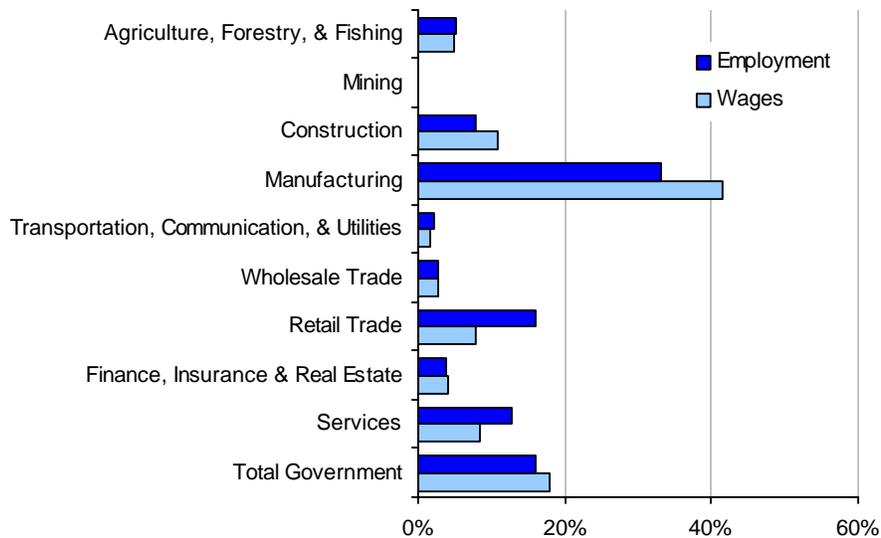
Kewaunee County has a total of 493 employers including 59 government units. The ten largest employers represent just over two percent of all employers, yet employ 35 percent of nonfarm wage and salary workers in Kewaunee County. Six of the ten largest private employers were manufacturers. Kewaunee Fabrications has been purchased by Oshkosh Truck and is now a out source of fabrication for the company, increasing business. Three of the largest employers in the county are government units. This is typical in most counties to usually have a school district and almost always the county government, which has a large number of workers to provide the myriad of services required in the county.

Three of the largest industry groups are in manufacturing. The top ten industry groups employ 56 percent of nonfarm wage and salary workers. The two lists show that while the county's employment is concentrated in certain industry groups and employers, it also is diversified between goods producing and service producing industries.

Kewaunee County Employment and Wages 1999

| | Annual Average Wage | State Average Wage | Percent of State Average | Percent change 1 year | Percent change 5 year | Number of Workers |
|---|---------------------|--------------------|--------------------------|-----------------------|-----------------------|-------------------|
| All Industries | \$23,107 | \$29,609 | 78.0% | 1.0% | 21.8% | 6,305 |
| Agriculture, Forestry, & Fishing | \$22,060 | \$21,499 | 102.6% | -2.2% | 30.3% | 325 |
| Mining | * | \$39,968 | * | * | * | * |
| Construction | \$31,157 | \$36,772 | 84.7% | 2.9% | 32.5% | 503 |
| Manufacturing | \$28,998 | \$37,773 | 76.8% | -2.2% | 20.6% | 2,087 |
| Transportation, Communications, & Utilities | \$15,794 | \$34,523 | 45.7% | -5.2% | 4.1% | 140 |
| Wholesale Trade | \$24,426 | \$38,048 | 64.2% | 22.4% | 21.8% | 170 |
| Retail Trade | \$11,343 | \$15,066 | 75.3% | 4.1% | 19.0% | 1,014 |
| Finance, Insurance, & Real estate | \$24,378 | \$37,911 | 64.3% | 5.5% | 10.3% | 238 |
| Services | \$15,304 | \$26,041 | 58.8% | 7.3% | 29.8% | 806 |
| Total Government | \$25,746 | \$32,017 | 80.4% | 1.5% | 19.7% | 1,009 |

Total Employment and Wage Distribution by Industry Division



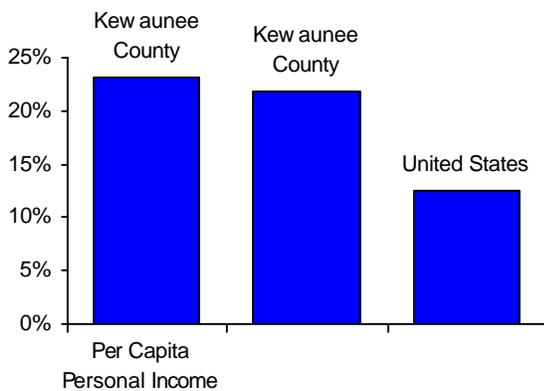
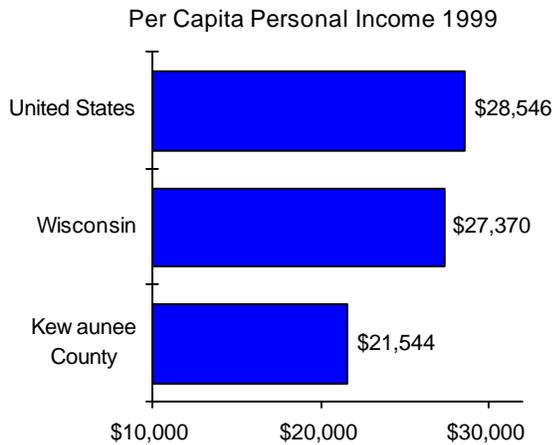
Source: WI DWD, Bureau of Workforce Information, *Employment, Wages and Taxes Due covered by Wisconsin's U.C. Law, Tables 209-211.*

Average wages for Kewaunee County were at 78.0 percent of the State of Wisconsin for all industries. This was a drop from 80.2 percent last year. The transportation, communications, and utilities industry had the lowest ratio of wages with the state.

Manufacturing employment not only represents the highest number of workers with 34.4 percent of nonfarm employment but it provided 44.5 percent of the wages paid in Kewaunee County. The annual wages are higher in this industry sector as many of the positions have higher hourly rates than other industries, and over 90 percent of the work is full time. Overtime wages also influence the total earnings of many manufacturing workers.

Retail trade employment represents the smallest ratio of employment to wages of all of the industries in the county. Retail trade makes up 15.9 percent of employment, and only 7.6 percent of the wages paid in Kewaunee County. The wages in the retail industry represent a significantly smaller proportion of total wages than employment, because the industry employees a large number of entry-level workers and a high percent of the employment is part-time and may be seasonal.

Kewaunee County Wage and Income Data



The per capita personal income (PCPI) includes income from wages and self-employment, assets (dividends, interest, rent), and transfer payments (social security, insurance, welfare) divided by total population.

In 1998, Kewaunee County's per capita income ranked 42nd out of Wisconsin's 72 counties. This was down from 38th in 1997 and 1998. Per capita income can be influenced by the number of wage earners, average family size, and the median age of the residents as it is based on all income sources divided by the population, while wages are based only on wages earned from employers within the county divided by employment.

Over the past five years, Kewaunee County per capita income has increased by 23.2 percent and wages earned in Kewaunee County have increased by 21.8 percent. Although the two measure income differently, they have grown at approximately the same rate. They do measure financial resources in the community. In Kewaunee County nearly one third of the workers commute outside of the county, so these workers' income would be affected by wages and hours with the county of employment.

Per Capita Personal Income

| | Per Capita Personal Income | | | | | | Percent Change | |
|-----------------|----------------------------|----------|----------|----------|----------|----------|----------------|--------|
| | 1994 | 1995 | 1996 | 1997 | 1998 | 1999 | 1 year | 5 year |
| United States | \$22,581 | \$23,562 | \$24,651 | \$25,874 | \$27,321 | \$28,546 | 4.5% | 26.4% |
| Wisconsin | \$21,699 | \$22,573 | \$23,554 | \$24,791 | \$26,227 | \$27,370 | 4.4% | 26.1% |
| Kewaunee County | \$17,490 | \$17,889 | \$18,843 | \$19,483 | \$21,014 | \$21,544 | 2.5% | 23.2% |

Source: U.S. Dept. of Commerce, Bureau of Economic Analysis, Regional Economic Information System.

Selected Occupational Wage Data

| | Mean | Median |
|---------------------------------------|----------|----------|
| Cashiers | \$ 14.48 | \$ 13.58 |
| Computer Programmers | \$ 9.41 | \$ 9.59 |
| Extruding/Forming Mach Oprs | \$ 9.71 | \$ 9.45 |
| General Office Clerks | \$ 6.62 | \$ 6.24 |
| Hand Packers & Packagers | \$ 8.93 | \$ 8.37 |
| Home Health Aides | \$ 24.10 | \$ 22.87 |
| Janitors and Cleaners | \$ 8.10 | \$ 7.61 |
| Machinist | \$ 7.90 | \$ 7.75 |
| Machine feeder/offbearer | \$ 12.08 | \$ 11.43 |
| Nurse aide | \$ 7.88 | \$ 7.74 |
| Paper Goods Machine Setters | \$ 10.14 | \$ 9.98 |
| Printing Press Machine Oprs. | \$ 10.81 | \$ 10.13 |
| Registered Nurses | \$ 9.16 | \$ 8.22 |
| Salesperson, retail | \$ 14.62 | \$ 14.76 |
| Truck Drivers/Heavy or TractorTrailer | \$ 9.76 | \$ 9.60 |

Source: DWD, BWI, 1999 OES wage survey for the Green Bay MSA

The wages for the selected occupations in this table were reported by employers in the Green Bay metropolitan statistical area (MSA) who responded to the Occupational Employment Statistics (OES) survey. Employers from all Wisconsin counties participated in the survey but published data was limited to MSAs.

Because occupational wages are not available by county, the attached table lists wages for common occupations from the Green Bay MSA as it is the closest available wage information for Kewaunee County. Wage data on additional occupations are available at our website: <http://www.dwd.state.wi.us/lmi>.

The mean wage is the sum of all wages divided by the number of wage earners; this is often referred to as an "average". The median wage is the midpoint of all wages; there are exactly the same number of wage earners above and below this wage.